



**ARTICLES**



- Teleworking – PG. 1 & 2
- Buildings & car parks – PG. 2 & 3
- EU platform – PG. 4
- Discrimination is still a reality – PG. 5
- Vaccination – PG. 5
- Promotion / Reclassification year 2021 – PG. 6
- SFE training schedule for EPSO examens + books – PG. 6







## TELEWORKING

### Improve the relationship between management and staff

Telework is above all a matter of trust between the manager and his or her staff. This is an essential prerequisite.

Without this, we quickly fall into a relationship of suspicion and control that is ultimately detrimental to the interests of the service because the disengagement of the staff and the malaise can be significant.

Telework must become a norm, a standard working arrangement not subject to negotiation or blackmail by the manager (we have known cases where certain working arrangements gave rise to certain pressures from the hierarchy and to injustices between colleagues).

- Implementation of tools to better assess these management-related risks;
- Offer mandatory training for managers to "manage a remote team";

### Improving the practical aspects...

- Telework can also lead to a precariousness linked to its cost (equipment, bills, heating, etc.) which can be difficult to bear for some colleagues. It should be possible to help them via a fixed allowance linked to their income, for example;
- Staff must be guaranteed to be properly equipped and regularly reminded (e.g. through video clips) of the importance of ergonomics (correct installation at the workstation), movement (physical activity is essential and staff MUST not sit at their workstation for 8 hours a day).

***According to current discussions, we would move to phase 1b, then 25% of staff on a voluntary basis to return to the office from mid-June.***

## THE BUILDINGS, THEY'RE MOVING

For months, the OIB, under the impetus of DG HR and the Cabinet, has been restructuring the DGs (moving) in the buildings. And it is not over yet!

According to a projection by the OIB, a major overhaul over the next 10 years will significantly change our location and the way we work.

This is in line with the "green" logic of reducing our environmental impact (by acquiring more modern and therefore less energy-consuming buildings), as well as by rationalising our workspaces, including through dynamic office layout (or "hot desking" / "flex desk"). It is also a question of reducing the current costs of leases by rationalising the spaces.

In concrete terms, it is a question of concentrating all the centres around the *Loi* axis and around the *Cinquantenaire*, and abandoning all the other sites such as Genève, *Beaulieu* and *Champ de Mars*. Outside the European Quarter, only the *Rogier* area would be maintained and developed to accommodate all the executive agencies.

At the time of writing, the final plan has not yet been adopted.

While the aims are laudable, we regret that they are being carried out while the majority of staff are still teleworking (linked to the COVID context) and by the lack of involvement of the latter by the hierarchy in the process of discussions and the changes envisaged (being presented with a *fait accompli* is not a solution for the staff, given the importance of these changes).

### But what is "hot desking"?

With hot desking, there will be no more dedicated offices, each agent will join shared and modular spaces (probably keeping a certain coherence (DG / sector ...)).

At this stage, and unless we are mistaken, it would therefore be planned to eliminate 20% of the jobs.



Canteens/cafeterias will follow the logic of reorganisation

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There will also be a thorough reorganisation of the canteen/cafeteria offer.

Indeed, with the reduction in the number of buildings, the generalization of teleworking, it is quite obvious that the canteens and cafeterias will follow the same logic of rationalization.

It is clear, even if no decision has yet been taken, that the current distribution will evolve and that the offer will be reviewed (canteens in the central areas (e.g. Berlaymont), and cafeterias offering small meals in the more outlying areas (e.g. cafeteria Mérode/Cour-St-Michel).



## AND CAR PARKS?

For some time now, the Commission has been aligning itself with the Brussels code, COBRACE (*Code Bruxellois de l'air, du climat et de la maîtrise de l'énergie*), which aims to reduce greenhouse gas emissions and control energy consumption.

For example, COBRACE's parking policy aims to reduce the number of parking spaces available in the vicinity of office buildings in order to discourage workers from using their cars for commuting.

The internal project therefore consists of drastically reducing the number of parking spaces (cars), the space thus freed will make it possible to develop spaces for so-called "soft" mobility and by increasing the number of showers.

While the project is laudable for reducing our environmental impact and to be encouraged, it is also important to take into account the different situations where no alternative to a motorised vehicle is possible such as:

- People with reduced mobility;
- People with medical conditions that prevent them from making physical effort;
- Elderly people;
- Pregnant women;
- People who have no alternative to public transport;

These people should be accompanied and not penalised!

## EU PLATFORM

The European Union has launched a multilingual platform to help citizens participate directly in the conference on the future of Europe, a year-long series of debates and discussions.

Do not hesitate to participate and/or to spread information!

Digital platform (available in all EU official languages):

<https://futureu.europa.eu/>





## DISCRIMINATION IS STILL A REALITY!



Like many people, we were shocked on 7 April by the incident of diplomatic protocol in Turkey during the meeting between the Turkish head of state Recep Tayyip Erdoğan, and Charles Michel, President of the European Council and Ursula von der Leyen, President of the European Commission.

Many observers saw it as a sexist act, far from the European values of equality and diversity that we hold as essential.

We can only stand in solidarity with our President, Mrs von der Leyen, as well as with all those who have been discriminated against on the basis of their gender, origin, opinions or sexual preferences.

**This is in the very DNA of our union and it was important to remember this!**

## VACCINATION

For several weeks, the medical service, approved by Belgium as a vaccination centre, has been providing vaccination for its staff and pensioners.

The invitations had to be sent to the people concerned according to the groups defined as priorities (the elderly, people at risk (with co-morbidities), critical personnel).

**The efforts made by the OIB for the facilities at Breydel and the colleagues in the medical service for their management of the colleagues are to be commended.**

In order to avoid wasting vaccination doses, the medical service is preparing an internal list of colleagues falling into the current phase of vaccination, which are the following in order of priority (by age at this stage) as defined by the Belgian authorities.

The next people on this list will be those born until 1970.

People on this list are/will be asked by e-mail to indicate whether they are available at short notice.

If doses are available, they will be contacted by phone to come to the vaccination centre.

The lists defined by Belgium are different and have no link with the list of our medical service.

The [QVAX](#) waiting list established by the Belgian authorities for people living in Flanders and Wallonia.

The Bru-Vax waiting list in Brussels, which you can join if you wish and if you are eligible.

For Brussels, the authorities have announced that people born in 1970 and earlier can now register on the waiting list via this platform:

<https://bruvax.brussels.doctena.be/>

If you are contacted and vaccinated, this means that the vaccine will not be administered by the Commission's medical service.

## EVALUATIONS 2021 (CALENDARS)

As every year, the launch of the 2021 promotion (official) and reclassification (CA 3 a) exercise will soon begin.

### Here is the indicative promotion calendar (Functionary):

- 7 April: Publication of administrative information and consultation of Directors with evaluators.
- 4 May: Senior management meeting to discuss which staff to propose for promotion.
- 17 May to 4 June: discussions between directors and staff representatives appointed by the CSC on promotion proposals.
- 17 June: Promotion proposals will be published in SYSPER.
- 24 June: 5 working days from the date of publication to make an appeal in SYSPER. This period is extended if you do not have access to your SYSPER.
- 6 to 10 September: AD and AST groups separately examine all staff eligible for promotion and review appeal proposals.
- October: Joint Committees meet to review the groups' recommendations and make recommendations to the AIPN.
- Mid-November: Appointing Authority adopts the list of promoted officials. Publication of the information. Promotions are taken into account in the December pay slips.

### Here is the indicative timetable for reclassifications (CA 3 a):

- 4 May: Publication of administrative information and consultation of Directors with evaluators.
- 12 May: Senior management meeting to discuss which staff to propose for reclassification.
- 17 May to 11 June: discussions between directors and staff representatives appointed by the PAC on reclassification proposals.
- 22 June: communication of reclassification proposals to staff in SYSPER.
- 29 June: deadline of working days from the date of publication to make an appeal in SYSPER. This period is extended if you do not have access to your SYSPER.
- End of September / beginning of October: review of appeals, grade by grade, of contract agents 3a and a list is communicated to the AHCC.
- October/November: AHCC decides on the list of reclassified contract agents. To be taken into account in December.

*We will put templates online to help you write your appeal and the SFE union will be available to proofread your draft. Of course, we will make sure to support our members in the joint committees.*

## CBT TRAINING FOR EPSO

Here is the list of our available courses::



### COMPUTER BASED TESTS MCQ TRAINING

#### **Webinar training !**

The SFE union is pleased to invite you to participate in our new distance learning (webinar) with our partner **ORSEU Competitions** on computer-based reasoning tests. These tests are, most of the time, the first tests of the CAST and some competitions (AST, AST-SC, AD5...). Our training courses are in English or French. Our partner will deal with verbal, numerical and abstract reasoning tests over 2 sessions of 3 hours).

**CBT: 19 and 20 May 2021 in ENGLISH from 18h to 21h.**  
*Registration available until 17 May 2021 inclusive.*

**CBT: 29 and 30 September 2021 in ENGLISH from 18h to 21h.**  
*Registration available until 27 September 2021 inclusive.*

*Please note that places are limited. Please check our website before payment / registration.*

SFE Members => **FREE** (in order of contribution)  
Non-members => **125 euros for CBT**

Did you know that? People who do not work in institutions also have access to our training courses. Would you like to sponsor someone? It's free! (You must be in good standing and you sponsor ONE person for ONE course).

Find the modalities and our registration form on this link:  
<https://www.conf-sfe.org/trainingsfe>

You can also buy our ORSEU competition training books and consult our tutorial page on EPSO.

